

Message Text

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ACTION EA-10

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TAGS: ELAB, JA

SUBJECT: YEAR END BONUS SETTLEMENTS

REF: TOKYO 15080

SUMMARY: SOHYO-AFFILIATED PRIVATE RR UNION SETTLED FOR 2.7 MONTHS BASE PAY YEAR-END BONUS. THOUGH MONEY AMOUNT IS 43 PERCENT OVER 1973 (LARGELY REFLECTING WAGE INCREASE), MONTH BASE IS UP ONLY SLIGHTLY. IF THIS SETTLEMENT PORTENDS PATTERN OF SOHYO AND DOMEI PRIVATE SECTOR SETTLEMENTS, SOHYO PUBLIC ENTERPRISE UNIONS WILL BE UNDER GREAT PRESSURE TO MODIFY THEIR JOINT STRUGGLE DEMAND FOR A 3.7 MONTH YEAR-END BONUS. END SUMMARY

1. THIS MESSAGE CLARIFIES AN SUPPLEMENTS REFTEL. GOJ MINISTRY OF LABOR (MOL) NOVEMBER 20 PREORTED SOHYO-AFFILIATED PRIVATE RR UNION (SHITETSUSOREN) NEGOTIATED YEAR-END BONUS SETTLEMENT WITH MAJOR PRIVATE RRS NOVEMBER 19 AMOUNTED TO 2.7 MONTHS BASE PAY VERSUS 2.46 MONTHS IN 1973. (THIS CORRECTS ACCOUNT CARRIED ON RADIO NOVEMBER 19.) IN MONEY, THE SETTLEMENT REPRESENTS A 43 PERCENT INCREASE OVER 1973 BONUS, ALTHOUGH THIS OF COURSE LARGELY REFLECTS 31.4 PERCENT BOOST IN BASE PAY THIS YEAR. THIS DECEMBER PRIVATE RR RWORKERS WILL RECEIVE AN AVERAGE BONUS OF

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YEN 316,000 (1053 DOLLARS AT YEN 300 TO ONE DOLLAR), UP YEN 96,000

(320 DOLLARS) OVER DECEMBER 1973.

2. PRIVATE RR SETTLEMENT IS 3 PERCENT MORE IN MONEY TERMS THATN 40 PERCENT RECENTLY OFFERED BY MAJOR STEEL COMPANIES TO SOHYO-AFFILIATED STEELWORKERS UNION (TEKOROREN). EXPERIENCE OF LAST DECADE INDICATES THAT STEELWORKERS WILL ACCEPT BIG STEEL MANAGEMENT OFFER AS SOON AS PATTERN IN MORE DIFFICULT TO NEGOTIATE SMALL AND MEDIUM SIZE IS CLEAR.)

3. GOJ ACCEPTED NATIONAL PERSONEL AUTHORITY (NPA) RECOMMENDATION OF 2.7 MONTHS BASE PAY BONUS TO GOVERNMENT WORKERS AND HAS BIDGETED SAME 2.7 MONTHS BONUS FOR WORKERS IN PUBLIC COROPORATIONS AND NATIONAL ENTERPRISES. LAST YEAR GOJ ORIGINALLY OFFERED 2.6 MONTHS BONSU, BUT FINALLY AGREED TO SUPPLEMENT OFFER WITH SO-CALLED SPECIAL ONE-TIME INFLATION ALLOWANCE OF 0.3 MONTHS FOR A TOTAL BONUS 2.9 MONTHS. THIS YEAR SOHYO-AFFILIATED NATIONAL ENTERPRISE UNIONS SUCH AS JAPAN NATIONAL RR (JNR) EMPLOYEES (KOKURO), JNR ENGINEERS (DORO), POSTAL (ZENTEI), AND TELECOMMUNICATIONS (ZENDENTSU) ORGANIZED UNDER COUNCIL OF NATIONAL AND PUBLIC ENTERPRISE EMPLOYEES UNION (KOROKYO) ARE DEMANDING GOJ AGAIN SUPPLEMENTAL NPA RECOMMEND BONUS WITH A SPECIAL INFLATION ALLOWANCE, THIS TIME ASKING AN ADDITIONAL ONE MONTH FOR A TOTOAL OF 3.7 MONTHS BONUS. MOL HAS INFORMED EMBOFF THAT GOJ CAN BE EXPECTED TO HOLD FIRMLY TO BIDGETED 2.7 MONTHS BASE PAY BONUS THIS YEAR.

4. COMMENT: SETTLEMENT IN PRIVATE RAILS AND PROBABLE SETTLEMENT IN STEEL AT ABOUT 2.7 MONTHS BASE PAY AS YEAR-END BONUS LEAVES GAINS OF SOHYO-AFFILIATED PRIVATE SECTOR UNIONS AT THE SAME LEVEL AS THOSE NEGOTIATED EARLIER BY DOMEI-AFFILLIATED PRIVATE SECTOR UNIONS. THUS, SETTLEMENTS IN PRIVATE SECTOR INCLUDING SOHYO UNIONS THAT ARE STILL CALLING FOR A SPECIAL ONE-MONTH INFLATION ALLOWANCE OR A TOTAL OF 3.7 MONTHS BONSU. SOHYO PUBLIC SECTOR UNIONS MUST NOW DECIDE WHETHER TO EXPAND MAXIMUM EFFORT ON STRIKES THAT MAY CAUSE GREAT PUBLIC INCONVENIENCE AND CONSEQUENT POPULAR AND EDITORIAL CRITICISM, OR TO ACCEPT MODERATE SETTLEMENT ON PRIVATE SECTOR PATTERN AND PONDER CHOICES IN SPRING 1975. END COMMENT
HODGSON

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